

STERLING COLLEGE OF ARTS, COMMERCE & SCIENCENERUL, NAVI
MUMBAI

PROGRAMME: BMS

Programme Outcomes:

- 1) Fundamental knowledge in organisational management & business leadership.
- 2) Apply critical & analytical thinking in problem solving and decision making.
- 3) Ability to apply knowledge of management to solve complex business problems.
- 4) Apply the knowledge for local, national & global management practices.
- 5) Ability to work as a member of a team, to plan & to integrate knowledge of management.
- 6) Demonstrate personal, social and professional ethics.
- 7) Effective communication skills; oral, written, presentation.

Course Outcome:

<u>Sr. no.</u>	<u>Course Title</u>	<u>Course Code</u>	<u>Semester</u>	<u>Course Outcome</u>
1	IFA	81901	I	<ol style="list-style-type: none">1. To Explain the meaning and scope of Accounting along with IFRS and computerized Accounting.2. To Summarise Accounting cycle, journal, ledger and subsidiary books along with Bank Reconciliation statement.3. To Test the concept of Capital Expenditure, Revenue Expenditure and Effects of error.4. To Practice Depreciation Accounting and Preparation of Trial Balance.5. To Apply the knowledge into Preparation of Final Accounts and Rectification of errors.6. To Attempt to prepare and present Final Accounts in horizontal format as per schedule 6 of Companies Act, 1956.

2	B.LAW	81902	!	<ol style="list-style-type: none"> 1. To analyze various methods or types of contract. 2. Examine & interpret the provisions of various laws & to analyze & examine rights & duties of principal & agents, bailor & bailee, pawnor & pawnee. 3. Appraise & interpret obligations of unpaid seller under Sale of Goods Act. 4. Examine & arrange laws governing negotiable instrument & negotiation. 5. Interpret the accountability & responsibility of the employer & employee 6. Examine documents necessary for the registration under Copyright, Patent & Trademark Act. 7. Acquire the knowledge of operation, registration of company & compliance as per Companies Act.
3	B.STATS	81903	!	<ol style="list-style-type: none"> 1. To understand the basic concepts of statistics. 2. To evaluate the measure of central tendency and the measure of dispersion for the given data. To analyze the relation between two variables. 3. To evaluate the price index number, cost of living, to understand the concept of time series and evaluate future trends. 4. To understand the concept of probability and evaluate the probability of an unbiased random experiment. Also to apply the knowledge of mathematical modeling in

				different situations to find the best decision in business.
4	BC-1	81904	!	<ul style="list-style-type: none"> • Apply business communication theory to solve workplace communication issues. • Understand complex ideas in written and spoken formats • Explain the methods and modes of communication. • Understand the theory of Business letter writing. • Explain the commercial terms used in business communication.
5	FC-1	81905	!	<ul style="list-style-type: none"> • To get insight about the multi-cultural diversity of Indian society through its demographic composition, population distribution according to religion, caste and gender. • To describe linguistic diversity, regional variation. • To discuss violence against women and portrayal of women in media. • To identify inequalities faced by people with physical and mental disabilities. • To analyse the issues on Communalism and Regionalism, casteism • To impart the students a thorough knowledge on constitution of India, the fundamental duties of Indian citizen, its

				<p>structure,</p> <ul style="list-style-type: none"> To make students capable of understanding political party system in India and importance of women in politics.
6	FHS-KP	81909	I	<ol style="list-style-type: none"> To identify individual behavior, differences and factors affecting them. To assess various determinants of personality and attitude. To evaluate organizational culture and Motivation at workplace.
7	B.ECO-1	81910	I	<ol style="list-style-type: none"> To understand the basic concepts and microeconomics. To understand the demand function with the help of numerical illustration. To understand the concept of supply, production function and cost of production. To understand the different market structures. To acquaint the students related to pricing practices in today's business world.
8	PRINCIPLES OF MARKETING	76901	II	<ol style="list-style-type: none"> Help student understand the role of Marketing in the organization. To provide students with an overview of marketing functions with special emphasis on Marketing Research, MIS, Consumer behaviour. To orient students with 4P's and 4C's of Marketing. To equip students with Marketing segmentation, targeting and positioning strategies.
9	INDUSTRIAL LAW	76902	II	<ol style="list-style-type: none"> Describes & interpret wage Legislations, laws relating to Social Security and Working conditions. Describes provisions relating to working conditions in different sectors & departments.

				<p>3. Enables calculation of Gratuity & EPF accurately as per the provisions of the Act</p> <p>4. Appraise the knowledge about the payment of bonus Act so as to avoid any adverse effect on the payment of the bonus to the employee.</p> <p>5. Describe the significant provisions of the Employees state Insurance Act to prevent adverse effect on the employees.</p>
10	B.MATHS	76903	<u>II</u>	<ol style="list-style-type: none"> 1. To understand the concepts of simple interest, compound interest ,annuity, permutation, combination and functions. 2. To understand the concept of matrix, determinants and their application in real world problem. 3. To understand the concept application of derivatives and its applications. 4. To understand few methods of interpolation.
11	BC –II	76904	<u>II</u>	<ol style="list-style-type: none"> 1. To identify various use and aspects of Presentation skills. 2. To identify and assess various types of Group Communication. 3. To assess the various types of business correspondence. 4. To analyze the types and parts of Reports and other writing skills.
12	FC-II	76905	<u>II</u>	<ol style="list-style-type: none"> 1. Describe global & Indian society, review liberalization, privatization, globalization & its impact on Indian industry. 2. Interpret concept of human rights its origin & evolution to the students and its constitutional rights. 3. Discuss concept of environment & ecology with students & importance of environmental studies. 4. Generalize stress & conflicts in individual and society, review causes of stress & conflict, aggression violence & measures for resolving aggression & violence in society.

				5. Interpret types of conflict and use of coping mechanisms for managing individual stress.
13	B.ENVIRON MENT	76909	<u>II</u>	<ol style="list-style-type: none"> 1. Analyze the environment of a business from the legal & regulatory, macroeconomic, cultural, political, technological and natural perspectives. 2. Critically assess the business environment of an organization using selected strategic tools. 3. Conduct an in-depth analysis of a specific component of the business environment and relate it to your own organization. 4. Construct and present scenarios that synthesize business environment information.
14	PRINCIPLES OF MANAGMNT	76910	<u>II</u>	<ol style="list-style-type: none"> 1. Understand the concepts related to Business. 2. Demonstrate the roles, skills and functions of management. 3. Analyze effective application of PPM knowledge to diagnose and solve organizational problems and develop optimal managerial decisions. 4. Understand the complexities associated with management of human resources in the organizations and integrate the learning in handling these complexities.
15	IT IN BUSINESS MGT-I	80301	<u>III</u>	<ol style="list-style-type: none"> 1. To understand the basic concept of information technology and its support and role in business management, concept of digital economy, digital organization and various IT resources. 2. To demonstrate the use of MS – office for office automation.

				<ol style="list-style-type: none"> 3. To define the basic concepts of email, outlook, internet and websites, domains and emergence of e-commerce and m-commerce. 4. To understand the security aspect of information technology in business, safe electronic transactions, real time processing and batch processing in businesses.
16	FC-III	80302	<u>III</u>	<ol style="list-style-type: none"> 1. To Identify the various concepts of environment and its degradation. 2. To assess the concept of sustainability and Environment Conservation. 3. To summarize the Non-Conventional Energy Sources.
17	BPEM	80307	<u>III</u>	<ol style="list-style-type: none"> 1. Help students to develop entrepreneurial way of Thinking that will enable them to become successful Entrepreneurs. 2. Enable students to understand the parameters to assess opportunities and constraints for new business ideas. 3. To help student design strategies for successful implementation of business ideas. 4. To orient the students with skills for designing a business plan.
18	AMD	80308	<u>III</u>	<ol style="list-style-type: none"> 1. To Analyze and interpret financial statements through study of balance sheet of limited companies in vertical form and understand the methods of preparing Trend, Comparative and Common size statements. 2. To Develop Financial analysis skill through ratio analysis and interpretation of balance sheet ratios, revenue statement ratios and combined ratios. 3. To Learn the techniques of preparing cash flow statement as per As-3(revised).

				<ol style="list-style-type: none"> 4. To Know the concept of working capital estimation, receivables management. 5. To Understand the core concepts of business finance and its importance in managing a business. 6. To be familiar with the methods of credit evaluation and monitoring the debtors techniques(DSO, Ageing schedule)
19	STRATEGIC MGT	80309	<u>III</u>	<ol style="list-style-type: none"> 1. Students will be able to describe major theories, background work, concepts and research output in the field of strategic management. 2. Students will demonstrate a clear understanding of the concepts, tools & techniques used by executives in developing and executing strategies and will appreciate its integrative and interdisciplinary nature. 3. Students will be able to demonstrate effective application of concepts, tools & techniques to practical situations for diagnosing and solving organizational problems. 4. Students will be able to demonstrate capability of making their own decisions in dynamic business landscape. 5. Students will be able to develop their capacity to think and execute strategically.
20	BFS (FINANCE)	80310	<u>III</u>	<ol style="list-style-type: none"> 1. Describe the different components of a financial system and their role. 2. Explain the recent developments in the Indian financial system. 3. Understanding Describe the instruments, participants and operation of the money market mutual fund insurance sector. 4. Apply fundamental knowledge of all basic

				<p>financial concept to solve issues in financial market , business , industry and economy.</p> <ol style="list-style-type: none"> 5. Understanding and execution of commercial banking , insurance sector and mutual fund concept. 6. Illustrate the functioning of financial market and government security market in the development of Indian financial system. 7. Evaluate the functioning of different financial institutions.
21	MOTIVATION (HR)	80319	<u>III</u>	<ol style="list-style-type: none"> 1. Identify ways of motivating employees, different types of motivation, steps to achieve motivation, and benefits of motivation and tools & techniques. 2. Managing work life balance, learning east vs west work life style, importance & measures for work life balance, learn reasons for imbalance and consequences for imbalance, 3. Understanding Leadership style, theories of leadership, transactional leaders, qualities of strategic leaders & its characteristics. will also come to know about charismatic leaders. 4. Identifying leadership styles and qualities also get to know skills of western leadership, understand the creativity & innovations & steps in creative process and organizational methods to enhance creativity.
22	CORP FINANCE	80313	<u>III</u>	<ol style="list-style-type: none"> 1. Be able to described and evaluate the different sources of corporate finance 2. To evaluate and analyze capital structure decisions through different techniques 3. To calculate weighted average cost of capital and Leverages through different methods 4. To evaluate project by applying time value of money concept. 5. To identify different risk and returns in

				<p>corporate finance</p> <p>6. To apply concepts of Public Deposits as per SEBI guidelines</p>
23	RECRUITMENT (HR)	80318	<u>III</u>	<ol style="list-style-type: none"> 1. Develop job specifications and person specifications to fit current recruitment needs of the business. 2. examine selection methods and their effectiveness in helping identify the best interview candidates. 3. develop communications and techniques in order to get the best out of recruitment interviews. 4. To understand and apply soft skill techniques for recruitment and selection of the company or appearing for job interview.
24	IT IN BUSINESS MGT-II	78501	<u>IV</u>	<ul style="list-style-type: none"> • Appraise the role of Management Information System in overall development of organization • Develop conceptual knowledge of Enterprise Resource Planning, Supply • Chain Management and Customer Relationship Management • Assess relationship between Database Management and Data Warehouse applications, requirements, and approaches. • Classify various outsourcing services.
25	ETHICS GOVERNANCE	78502	<u>IV</u>	<ol style="list-style-type: none"> 1. To assess the concept of ethics, its evolution and its nature. 2. To identify the scope of business ethics. 3. To analyze scope and issues of Ethics in Marketing, Finance and HRM.

26	B.ECO - II	78507	<u>IV</u>	<ol style="list-style-type: none"> 1. Explain the economic prescriptions to development education, health, sanitation and infrastructural development. 2. Explain the issues regarding data collection, processing organizing and presentation and the issues involved therein. 3. Demonstrate the ability to explain economic concepts and models of international trade. 4. Explain the international trade blocks and their importance.
27	B.RESEARCH METHODS	78508	<u>IV</u>	<ol style="list-style-type: none"> 1. Apply an advanced understanding of business research design options, methodologies and analysis methods (both qualitative and quantitative), including respective terms, definitions and applications to the design, implementation and evaluation of a research project. 2. Distil an identified business problem into a succinct research problem (or problems) and articulate this into a comprehensive research brief for investigation by a research team locally or internationally. 3. Apply a broad understanding of issues specific to undertaking business research across international boundaries. 4. Recognize, and take account of, the importance of ethical conduct in undertaking research, including potential implications for business relationships. 5. Evaluation of effects on potential respondents and sensitivity to cultural differences and honesty and integrity in analysis and reporting in the design, implementation and evaluation of a research project.
28	PTQM	78509	<u>IV</u>	<ol style="list-style-type: none"> 1. To provide a comprehensive understanding about Production and manufacturing systems. 2. Enable students to understand the concept

				<p>of Materials management and Inventory management techniques.</p> <ol style="list-style-type: none"> 3. Explain students the basic philosophy's of Quality management. 4. To orient the students with basic concepts of TQM and various Quality Management techniques.
29	AUDITING	78511	<u>IV</u>	<ol style="list-style-type: none"> 1. To Understand and Explain the basics of Auditing such as meaning, procedures, need, limitations, Errors and frauds, principles and types of audit with the background of business management. 2. To Know the methods & importance of preparing audit plan, audit program, audit working papers, audit note book and files with respect to assisting a business manager. 3. To Learn different auditing techniques for test or routine checking and factors responsible for selection of type of check for effective audit management. 4. To Understand the importance of Internal control and Internal audit and check system for managing a business. 5. To Critically examine the concept of Audit sampling and learn the methods of selecting a sample for conducting audit. 6. To investigate the methods of doing Audit of income, Audit of Expenditure, Audit of Assets and Audit of Liabilities and understanding the documentation/Evidences required under each case.
30	HR PLANNING INFO SYSTM	78518	<u>IV</u>	<ol style="list-style-type: none"> 1. Analyze the theory and concepts of human resource planning. , policies , program, HRP demand and supply forecasting techniques. 2. Identify the evolution of HRP throughout the organization. evaluate the organization's Planning program, concept of job description specification, recruitment selection , and resourcing strategies.

				<ol style="list-style-type: none"> 3. To apply the skill and competencies of HRP practitioner on solving the HRP problems of human resource department . 4. Critically analyse the administrative and strategic value of a Human Resource Information Systems (HRIS) as relevant to local and global organisations; 5. Identify and examine issues relating to the use of HRIS in contemporary business settings; 6. Construct and present HRIS (SAP-HCM) solutions, related to the effective management of human resource information; and Work collaboratively demonstrating effective communication skills to develop and present HRIS recommendations with integrity and judgment.
31	FIN INST AND MARKET	78510	<u>IV</u>	<ol style="list-style-type: none"> 1. To understand the role and function of the financial system in reference to the macro economy. 2. To demonstrate an awareness of the current structure and regulation of the Indian financial services sector. 3. To Study of the fundamentals of Money market and capital market through financial instruments 4. To acquire knowledge of financial regulators and financial institutions in India.
32	TRAINING AND DEVLPMENT	78519	<u>IV</u>	<ol style="list-style-type: none"> 1. To make the students acquainted with working of the two powerful media; i.e. radio and television. 2. The content is useful for both advertising and journalism students in order to further their careers in their respective fields

33	LOGISTICS AND SCM	46001	<u>V</u>	<ol style="list-style-type: none"> 1. To Learn the basic concepts of Logistics and supply chain management along with Demand forecasting. 2. To be familiar with the key activities performed by the logistics function such as Transportation, Warehousing, Material handling and packaging. 3. To get an insight into the nature of supply chain, its functions and supply chainsystems. 4. To be aware of the techniques used for Inventory management and Logistics Network analysis. 5. To know the global trends in logistics and supply chain management. 6. To investigate the outcome through Information technology in logistics and Logistics outsourcing.
34	IAPM	46003	<u>V</u>	<ul style="list-style-type: none"> • Students Gain insight about Investment Environment and Capital Market in India. • To make students capable of understanding the concept of risk & return associated with various investments avenues. • To develop analytical abilities to appraise the business entity through tools of fundamental and technical analysis. • Provide students with a basic introduction to portfolio theory and study various methods of modelling the risk associated with stock investment such as the capital asset pricing model and arbitrage pricing theory
35	CDM	46006	<u>V</u>	<ul style="list-style-type: none"> • Develop insight of Derivatives and evaluate the usefulness of commodity markets and derivatives market. • Explain working of Future contracts and hedging. • Calculate valuation of options and

				<p>differentiate between Call & Put Options.</p> <ul style="list-style-type: none"> List trading, clearing and settlement procedures in Derivatives Market. Asses the various kind of risk in Derivatives markets.
36	RISK MGT	46015	<u>V</u>	<ol style="list-style-type: none"> Examine the Risk process and Apply Simulation Method, Duration Analysis, Linear and Other Statistical Techniques for Internal Control. Explain Risk Governance for Risk , Three Lines of Defense , Risk Management and corporate governance. Explain Nature of Risk Assurance, Reports and Challenges of Risk. Describe the role of IRDA for insurance Industry
37	DIRECT TAXES	46018	<u>V</u>	<ol style="list-style-type: none"> To acquaint the students with the legal regime governing the direct taxes. To gain knowledge and understanding of Heads of income as per the provisions of the Income Tax Act. To acquire the ability to apply the knowledge of the provisions of the direct tax laws to the various situation in actual practice. To develop the skill of computations of Tax of individuals. To understand concepts of Exemptions and deductions under Under tax law.

38	FINANCE HR PROFESSION	46005	<u>V</u>	<ol style="list-style-type: none"> 1. Understand the various dimensions of Compensation Management used by the companies to attract, retain, motivate and to reward employee performance. 2. Familiarise the role of various bodies involved in Compensation Management.
39	PERFORMANCE MGT	46011	<u>V</u>	<ol style="list-style-type: none"> 1. To enable students to understand the concept of Performance Management and its relevance in the organization. 2. To make the students understand the various steps in Performance Management Process. 3. To orient the students about the key issues and challenges related to Performance Management . 4. To equip students with understanding of Career Planning and Development.
40	INDUSTRIAL RELATIONS	46014	<u>V</u>	<ol style="list-style-type: none"> 1. To assess the important causes & impact of industrialdisputes. 2. To identify the importance of Trade Unions and Collective Bargaining. 3. To assess the various Industrial Relations Related Laws in India.
41	TALENT COMPETENCY MGT	46017	<u>V</u>	<ol style="list-style-type: none"> 1. Review the Talent management terms and concepts as well as a step-by-step guide to Talent Management. 2. Apply a step-by-step process of talent management system and talent management information system in implementing talent management in organization. 3. Review the competency terms and concepts as well as a step-by-step guide to Talent Management. 4. Apply a step-by-step model in implementing talent management

				<ol style="list-style-type: none"> 5. Acquire knowledge of various methods of competency identification & modelling 6. Specify essential resources needed for an effective competency modeling project 7. Identify and apply the process steps for competency identification and competency modeling
42	CCPR	46002	<u>V</u>	<ol style="list-style-type: none"> 1. To provide a comprehensive understanding about Corporate Communication and Public Relations. 2. To make the students understand the key concepts ,lawsand theories of Corporate communication and Public Relations. 3. To orient students with various functions related to Public relations. 4. To equip students with the emerging technologies related to corporate communication and Public relations.
43	OPERATION RESEARCH	86001	<u>VI</u>	<ol style="list-style-type: none"> 1. To understand the use of operation research in solving real world problems and solve linear programming problems using Simplex method and graphical method 2. To analyze and evaluate transportation problems and assignment problems. 3. To understand the various techniques of network analysis in business management. 4. To evaluate practical problems on job sequencing techniques used in production management and game theory for strategic decision.
44	INTERNATIONAL FINANCE	86002	<u>VI</u>	<ul style="list-style-type: none"> • Appreciate International finance as a separate specialized area in International Business domain. • Develop knowledge base on concepts, functions, process, and workings of International Currency Exchange. • Calculate Direct, Indirect currency quotes, spread percentages, annualized Forward

				<p>margins and arbitrage.</p> <ul style="list-style-type: none"> • Describe various instruments and institutions in International Financial Markets. • Appraise the foreign exchange risk and taxation risk
45	HR IN GLOBAL PERSPECT	86004	<u>VI</u>	<ol style="list-style-type: none"> 1. Equip the students with requisite knowledge, skills & right attitude necessary to provide effective leadership in a global environment. 2. Develop competent management professionals with strong ethical values, capable of assuming a pivotal role in various sectors of the Indian Economy & Society, aligned with the national priorities. 3. Analyze career in diverse sectors of the industry domestically and globally
46	ORG DEVELOPMENT	86007	<u>VI</u>	<ol style="list-style-type: none"> 1. To enable students to understand the concept of Organizational Development and its relevance in the organization. 2. To make students understand the role of OD practitioner and the various stages in the implementation of OD process. 3. To study the different types, techniques and implementation of OD interventions. 4. To equip students with the Ethical issues related to OD.
47	PROJECT MGT	86008	<u>VI</u>	<ul style="list-style-type: none"> • Explore the fundamental aspects of Project and project characteristics and various stages of a project. • Analyse about project organization and feasibility analyses – Market, Technical, Financial and Economic. • The conceptual clarity on techniques for Project planning, scheduling and Execution Control. • To understand Budgeting, Cost & Risk Estimation in Project Management • To develop understanding about New Dimensions in Project Management, Project

				Monitoring & Controlling and Project Termination
48	HRM IN SERVICE SECTOR	86010	<u>VI</u>	<ol style="list-style-type: none"> 1. To study the concept and the growing importance of HRM in service sector 2. To recognize and evaluate how human resources are managed in service sector 3. To understand the significance of human element in creating customer satisfaction through service quality 4. To explore the ways in which HR strategy, structure, delivery and practices can be used to create valuable products and services 5. To offer diverse learning opportunities to develop analytical and soft skills.
49	STRATEGIC FINANCE MGT	86011	<u>VI</u>	<ol style="list-style-type: none"> 1. To match the needs of current market scenario and upgrade the skills and knowledge for long term sustainability. 2. To Acquaint with contemporary issues related to financial management. 3. To Learn and understand the meaning and techniques of Dividend policy and XBRLreporting. 4. To be familiar with the concept of capital budgeting under risk and developing problem solving approach towards capital rationing. 5. To analyze the financial goals and strategy, shareholder value creation and corporate governance practices followed in India.

				<ol style="list-style-type: none"> 6. To Evaluate the methods of capital restructuring, financial management in banking sector and working capital management and financing.
50	WORKFORCE DIVERSITY	86013	<u>VI</u>	<ol style="list-style-type: none"> 1. Understand and explore Diversity concepts, benefits and drawback of diversity at workplace with various dimensions of diversity. 2. Remember various diversity dimensions and correlate with various Human resource management functions like recruitment selection, supervision , mentoring, work life balance. 3. Understanding and applying facts and legal provision and principles for workplace diversity for organization. 4. Execute and evaluate recent trends in workforce diversity. 5. To build personal confidence, and competence to develop equality, diversity and inclusion.
51	INDIRECT TAXES	86017	<u>VI</u>	<ol style="list-style-type: none"> 1. To distinguish the earlier indirect tax system and present indirect tax system 2. To gain knowledge of concept of Value and Time of Supply 3. To learn concepts of Taxable and Non Taxable supply under GST Law 4. To apply knowledge of provisions of law to calculate GST Liability 5. To Understand Registrations, Levy and collections of Taxes 6. To acquire knowledge of Filing returns and payment of Taxes